**Inquiry as Center**

* Asking questions for information
* Understand before response
* Ask the difficult questions
* It’s ok to ask for clarification
* Ask more, Learn more
* Ask for necessary detail to make decisions
* There is always something more to learn

**Paraphrasing**

* Making sure we understand what others are saying
* So…..your saying…. And then allowing that person to respond to your understanding
* Make a connection to what you are hearing by rephrasing
* Shows that you are listening and verifies that others are heard
* Making sure understanding is occurring
* Validation of ideas and processes

**Pausing**

* Take your time, think and listen
* Put impulsivity in check
* NOT everything you think needs to be said
* Take a moment to process what was said
* Allow time for others to process and for you to filter your own thoughts
* Listen to understand-don’t form a response while listening
* Time to formulate what you want to say and time to think about what someone else has said before responding

**Probing**

* Asking open ended questions
* Asking about the research on a topic
* Getting to a deeper level, and looking at all sides of a topic
* Deep understanding by all
* Understanding the ‘why’
* In depth inquiry
* Digging deeper
* Clarification questions

**Placing ideas on the table**

* Share everything- no judgment- safe for all
* Safe sharing environment
* Relevant to topic or outcome
* Risk taking
* No silent suffering-give your ideas to the group
* More than one ‘right’ way
* It’s ok to suggest something that may not be popular
* There are no ‘bad’ ideas and the more ideas the merrier

**Paying Attention to Self and Others**

* Be a respectful Listener
* Listen without thinking about your response
* Stay on topic-focused
* Be present
* Really listening and thinking about others points of view
* Paying attention to how you as an individual work within the group (behavior)
* Be conscious of voice tone, non-verbals (level of engagement/excitement, body language etc.)

**Positive Presuppositions**

* All people try their best
* Give the benefit of the doubt
* Make statements from a positive starting point
* Phrase things in what you want to see occur-positive change
* Different perspectives respected not right or wrong
* For the good of the group/order not personal
* Everyone is here to support the work
* We are all in this together